



Metropolitan Police Department
Office of Professional Responsibility
Civil Rights & Force Investigations Division
MOA Compliance Monitoring Team



Metropolitan Police Department
and
U. S. Department of Justice

Memorandum of Agreement
Progress Report



July 16, 2002

We must build a new world, a far better world – one in which the eternal dignity of man is respected. – Harry S. Truman

I n t r o d u c t i o n

In January 1999, Chief Ramsey and District of Columbia Mayor Anthony Williams asked the United States Department of Justice to review the Metropolitan Police Department's (MPD) practices as they related to police use of force. In March 2001, the U.S. Department of Justice (DOJ) concluded its review, and later entered into a Memorandum of Agreement with the District of Columbia and the Metropolitan Police Department. The Agreement built upon the work MPD started during the course of the review, and provided that an Independent Monitor would evaluate the implementation of the Agreement. When the balance of the reforms contained in the agreement are implemented, the Metropolitan Police Department will be a model for the nation on how to uphold the rule of law while using force only when and to the extent necessary.

This progress report is the second submitted by the Department's Compliance Monitoring Team. The Compliance Monitoring Team, part of the Office of Professional Responsibility, was created by Chief of Police Charles H. Ramsey to ensure the timely implementation and compliance of the Memorandum of Agreement. This quarterly report reflects MPD's Memorandum of Agreement activity from April 15, 2002, through July 15, 2002. This quarterly report is required by the Memorandum of Agreement, and has been designed by the MPD to share its MOA related activities not only with the U.S. Department of Justice and the Independent Monitor, but also throughout the Metropolitan Police Department and the citizenry at large.

The DOJ acknowledges that the substantive quality of the materials submitted by MPD has significantly improved.

This has been a busy period for the Metropolitan Police Department as it relates to its Memorandum of Agreement compliance efforts. There have been substantial personnel changes involving MPD's MOA compliance efforts, to include the Assistant Chief of Police for the Office of Professional Responsibility. Further, the MPD aligned its civil rights and use of force functions and created the *Civil Rights & Force Investigations Division* within the Office of Professional Responsibility. The Compliance Monitoring Team falls into this new Division.

The Metropolitan Police Department reengineered several Departmental policies during this period, and revised previously reengineered policies that had been returned by DOJ with detailed comments. The DOJ acknowledged that the substantive quality of the

materials submitted by MPD had significantly improved. In addition, Chief Ramsey implemented a new police pursuit accountability policy.

The Independent Monitor and his representatives have been examining various aspects of the MPD in order to document the Department's progress in MOA related areas. Members of the MPD, notably personnel assigned to the Institute of Police Science and the Office of Professional Responsibility, have spent a great deal of time with the Independent Monitor and his representatives engaging in interviews and providing documentation of MOA compliance activities.

MPD has emphasized its internal and external outreach activities during this quarter, to include educating its own members of the Memorandum of Agreement. MPD also has begun the process to institutionalize MOA requirements in its Policing for Prevention community policing program. MPD has also expanded its use of force statistical tracking activities and posted the information on its website. Finally, MPD has sought to both improve its MOA compliance efforts through interaction with other agencies that are also involved in DOJ partnerships, as well as share its own experiences within the police industry.

The Metropolitan Police Department is proud of its recent Memorandum of Agreement compliance efforts, and is confident that MPD is well on its way to becoming a model for the nation on how to uphold the rule of law while using force only when and to the extent necessary.

Compliance Monitoring Team

The Compliance Monitoring Team (CMT) was created by Chief of Police Charles H. Ramsey to ensure the timely implementation and compliance of the Memorandum of Agreement (MOA). During this quarter, Chief Charles Ramsey approved the creation of a new Division within the Office of Professional Responsibility in order to group several related functions, including the Compliance Monitoring Team.¹ The new Division has been designated the *Civil Rights and Force Investigations Division*. The new Division reflects the high priority that Chief Ramsey has placed on Civil Rights and police accountability. The realignment establishes clear responsibilities and ensures operational accountability for these areas. The Civil Rights & Force Investigations Division consists of the following Units:

- Force Investigation Team - I (Deadly Force)
- Force Investigation Team - II (Less Lethal Serious Use of Force)
- Compliance Monitoring Team (MPD-DOJ MOA)
- Office of Equal Employment and Diversity
- Use of Force Review Board

¹ A copy of TT07-142-02 is submitted announcing the creation of the CRFID

The Division's Director, Inspector Joshua Ederheimer, reports to recently appointed Assistant Chief Peter J. Newsham of the Office of Professional Responsibility. The new Division compliments the Office of Internal Affairs, the Disciplinary Review Division, and the OCCR Liaison Unit as part of the Office of Professional Responsibility.

There have been several personnel changes involving persons responsible for MPD's MOA compliance efforts. MPD saw the departure of Executive Assistant Chief (EAC) Terrance W. Gainer, who assumed the position of Chief of the U.S. Capitol Police on June 3, 2002. He was replaced by newly promoted EAC Michael J Fitzgerald. Further, Assistant Chief Kim C. Dine announced that he was retiring from MPD to take the position of Chief of Police in Frederick, Maryland. Chief Ramsey promoted Peter J. Newsham to Assistant Chief in charge of the Office of Professional Responsibility. Assistant Chief Newsham joined the MPD in 1989 and rose quickly through the ranks, serving in a number of district operational assignments, including Commander of the Second District. Assistant Chief Newsham holds a bachelor's degree from the College of the Holy Cross and a law degree from the University of Maryland School of Law. He is a member of the Maryland Bar.

Chief Charles Ramsey approved the creation of a new Division within OPR in order to group several related functions, including the CMT. The new Division has been designated as the Civil Rights and Force Investigations Division.

Additionally, the Compliance Monitoring Team saw two of its members move on to other opportunities. Lieutenant Clyde Porter resigned from the MPD, and took a position with the Transportation Safety Administration as a Sky Marshal. Ms. Roberta Miller's temporary detail ended and she returned to her position with the Environmental Protection Agency. The Office of Professional Responsibility welcomed Captain Matthew Klein and Ms. Catherine Botts, who were assigned to assist on the project.

Captain Klein was appointed to the MPD in 1989, and served in a number of operational assignments, most recently as Commanding Officer of the Department's Emergency Response Team. Captain Klein holds a Bachelor's degree in criminal justice from the University of Maryland, and a Master's degree in public policy from Princeton University's Woodrow Wilson School of Public and International Affairs.

Catherine Botts joined the MPD in April 1999, and was previously the Staff Assistant to former Executive Assistant Chief of Police Terrance W. Gainer. Ms. Botts has over 15 years of government service, and has worked at the National Institutes of Health, where she worked in the areas of procurement and administration. Ms. Botts holds a Bachelor's degree in communications from the Howard University School of Communications.

The Compliance Monitoring Team has been full of activity during this quarter, coordinating numerous Memorandum of Agreement compliance efforts. Members of

the Compliance Monitoring Team have been active in disseminating information about MPD's Memorandum of Agreement efforts. The Compliance Monitoring Team has been directed to conduct monthly briefings concerning MPD's MOA efforts at command meetings held by Executive Assistant Police Chief Michael J. Fitzgerald. The first briefing was held Tuesday, June 18, 2002. Additionally, the CMT provided a briefing to the Fraternal Order of Police on May 31, 2002.

The Compliance Monitoring Team has also been busy drafting and updating new Department policies and procedures for review by the Department of Justice and ultimate approval by the Chief of Police. Also, they have coordinated various actions on the topic sections included in this progress report. The Compliance Monitoring Team reengineered seven Departmental policies during this period and submitted them to the U.S. Department of Justice for review. This was in addition to revising three previously reengineered policies that had been returned by DOJ with detailed comments. A matrix reflecting the status of the policies is included in the General Order section of this report. It should be noted that the DOJ has acknowledged that the substantive quality of the materials submitted by MPD has significantly improved.

Further, members of the Compliance Monitoring Team have spent countless hours with the Office of the Independent Monitor, assisting them in gathering information for the Independent Monitor's first report. Members of the CMT have also carefully scrutinized and provided detailed comments on drafts of the Independent Monitor's report, as well prepared responses to variety of DOJ correspondence.

Members of the Compliance Monitoring Team have participated in civil rights training, as well as a police oversight conference in Los Angeles, California. These activities are included in the *Other Activities* section of this report.

The Compliance Monitoring Team Executive Committee is scheduled to meet on Thursday, July 18, 2002. The Executive Committee consists of executive-level members of the Metropolitan Police Department and the City. Executive Committee members have ultimate responsibility to ensure that various aspects of the Memorandum of Agreement that fall into their responsibility area are met. The Executive Committee welcomes Assistant Corporation Counsel John Grimaldi, who replaces former Assistant Corporation Counsel Wayne Beyer.

The many administrative responsibilities completed by the Compliance Monitoring Team have made it a challenge to focus on deliverables, especially with the turnover of persons working on the MOA project. However, it is anticipated that once the draft policies that are currently pending with DOJ are finalized, that the CMT will be able to move more quickly on coordinating other deliverables.

Finally, in an effort to inform the Department of Justice, the Office of the Independent Monitor, the members of the MPD, and the citizenry about the individuals who are

working on the MOA project, the Compliance Monitoring Team has launched a quarterly feature that will share information about a CMT member. This quarter's feature focuses on A. Franklin Anderson, the CMT's chief writer of MPD's reengineered policies.

Learn more about CMT member **A. FRANKLIN ANDERSON**

Mr. Anderson is a Senior Management Analyst in the Directive Development Unit of the Office of Organizational Development. He is the primary person who assimilates all of the CMT's reengineered policies. Mr. Anderson, a 1964 graduate of Columbia University School of Law, is a member of the D.C. Bar and has practiced as an attorney in the D.C. and Federal courts, specializing in civil rights law and criminal law.



Mr. Anderson worked for the City of New York, becoming Chief of the Investigations Division of the New York City Commission on Human Rights in the 1960s. While there, he led an investigation into discriminatory housing practices in the Parkchester Housing complex that led to significant affirmative changes in its housing practices. Other investigations included the hiring practices at Rockefeller Center and hiring discrimination among contractors with the NYC government. Mr. Anderson developed the first Contract Compliance program for the Human Rights Commission, a program that later became the model for a compliance program within the Mayor's Office. He also served as a special assistant to the Human Rights Commission's Office of General Counsel, presenting human rights cases to the commission and drafting proposed decisions.

Mr. Anderson moved to the District of Columbia Office of Human Rights in 1970, serving as Associate Director for Enforcement and becoming the Deputy Director, a position he occupied until 1980. During this period, he drafted the present Human Rights Act that was passed by the D.C. Council in 1973. He prosecuted the first housing discrimination case in the District of Columbia before the D.C. Human Rights Commission, as well as employment and housing cases, establishing a number of valuable precedents upheld by the D.C. Court of Appeals.

Mr. Anderson left the Office of Human Rights in 1980 and entered private practice as an attorney. As a solo practitioner, he handled private sector and government EEO cases representing the aggrieved party, both in the courts and the federal government. He also tried disability cases and wrongful termination cases, and served as court-appointed attorney in criminal cases under the Criminal Justice Act.

In 1985, Mr. Anderson came to the MPD as supervisor of the Program Development Section of the Planning Division. Over the years, he has worked in nearly every area of the Planning Division, assigned to a variety of special projects and often volunteering to take the lead in planning and developing solutions to challenging legal and administrative problems faced by the Department.

Mr. Anderson joined the MPD Reserve Corps in November 1986, was selected for the first Armed Reserve Class, promoted to Sergeant in 1994, and retired in March 1997 after more than 10 years of volunteer service. Mr. Anderson describes his service as "my attempt to understand the operation of the department from the viewpoint of the patrol officer so that when I would draft programs, regulations or directives, they would have the right flavor for the policeman in the street".

Mr. Anderson is married with children, and has lived in Southeast Washington for nearly 32 years.

Independent Monitor

The Memorandum of Agreement requires that the Metropolitan Police Department and the Department of Justice jointly select an Independent Monitor who will review, report, and assist on matters related to the Agreement's implementation (MOA Paragraph 161). On March 28, 2002, the Metropolitan Police Department and the law firm of Fried, Frank, Harris, Shriver & Jacobson jointly announced that Michael R. Bromwich had been selected as the Independent Monitor. Mr. Bromwich is a partner at the firm, and is head of the internal investigations, compliance and monitoring practice group there.

The Independent Monitor has assembled a monitoring team that includes attorneys from Fried, Frank, Harris, Shriver & Jacobson, police practices experts, statistical and data analysis consultants from PricewaterhouseCoopers LLP, and other staff members. On June 12, 2002, the Independent Monitor issued a Special Report regarding the Memorandum of Agreement to coincide with the Agreement's one-year anniversary. The document contained both critical and complimentary conclusions about MPD's Memorandum of Agreement compliance efforts. A copy of the report is available on the Independent Monitor's website at www.policemonitor.org.

The Compliance Monitoring Team engaged in a myriad of activities to assist representatives from the Office of the Independent Monitor in gathering information for the Independent Monitor's first report. Members of the CMT also had the opportunity to review and provide detailed comments on drafts of the Independent Monitor's report.

The Independent Monitor has instituted monthly "all-hands" meetings in which all MOA stakeholders meet, to include the Chief of Police, DOJ, the Office of Citizen Complaint Review, Office of the Corporation Counsel, and the Compliance Monitoring Team among others. These meetings occur on the first Monday of each month, and have taken place on May 6, 2002, June 3, 2002, and July 1, 2002.

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Further, beginning this month, the Compliance Monitoring Team will also meet on the third Monday of each month to informally discuss MPD's MOA-related activities. Additionally, the Compliance Monitoring Team has participated in and/or facilitated additional meetings or actions on behalf of the Independent Monitor throughout the Department.

Finally, the Independent Monitor has begun to visit various Citizen Advisory Council meetings hosted by District Commanders at the police districts. This provides a conduit for citizens to learn about the Independent Monitor, and have the opportunity to

interact with his representatives directly. The Metropolitan Police Department is looking forward to a continued working relationship with the Independent Monitor.

General Orders and Policies

The Metropolitan Police Department recognizes the importance of implementing sound, comprehensive, high quality policies and procedures. The importance is especially profound when the policies and procedures involve use of force and police accountability issues. The Compliance Monitoring Team previously identified the Department's policies that were directly affected by the Memorandum of Agreement, and prioritized them for completion.

Reengineered Policies

As noted earlier in this report, MPD reengineered seven Departmental policies during this quarter and submitted them to the U.S. Department of Justice for review. DOJ returned these new drafts with detailed comments. Also, three previously submitted reengineered policies were revised after being returned by DOJ with detailed comments. Two additional policies have been approved by DOJ. Overall, numerous policies have been reviewed and exchanged between MPD and DOJ, with DOJ most recently returning eight reengineered policies on July 1, 2002. MPD anticipates that these policies will be resubmitted to DOJ the week of July 22, 2002. DOJ has not yet provided comments on one additional draft reengineered policy. Finally, MPD expects to submit a revised Misconduct Investigations policy this month. A matrix identifying each reengineered policy, along with the review periods, are listed in this section.

The Compliance Monitoring Team currently has several MOA deliverables in active development that are nearing completion. They include the following policies and procedures; Citizen Complaints, Community Outreach, the Office of Internal Affairs Manual, Special Mission Units, and Misconduct Investigations.

Timelines

It should be noted that the MPD had been previously lacking in meeting the original timelines to reengineer the general orders and policies that it agreed to in the Memorandum of Agreement. However, during this quarter the Metropolitan Police Department has made substantial progress in drafting high quality force-related policies and procedures. In fact, the DOJ has commented favorably on the quality of submitted draft policies. However, the missed deadlines remain an area of concern for both MPD and DOJ. During this quarter, there has been progress in this area. In light of past delays and MPD's newly invigorated efforts, MPD submitted new proposed timelines to the DOJ on June 17, 2002. It is anticipated that MPD and DOJ will be able to agree on new proposed timelines for MOA deliverables during the next reporting period.

A core issue that has delayed some of the seminal draft policies relate to the development of the Subject Resistance Form.² This issue is discussed later in this section.

One area of concern for MPD is the review period necessary to assess draft reengineered policies. The time period needed to effectively review and provide detailed comments on policies submitted by MPD, and MPD's subsequent adjustments and resubmittals, have taken several weeks. Some of the review periods have exceeded original timelines established at the outset of the Memorandum of Agreement. In light of newly proposed timelines, MPD's invigorated efforts, and the assessment period needed by both MPD and DOJ to review and comment on draft policies, MPD hopes that it will no longer be considered in breach of Memorandum of Agreement requirements in the future.

Subject Resistance Form (formerly the Use of Force Incident Report – UFIR)

As noted above, a central issue that has delayed final approval of several seminal draft policies concerns the development of the Subject Resistance Form. Essentially, DOJ sought to have the involved police officer complete the document, while MPD sought to

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have a supervisor complete the form. Constitutional and procedural issues were raised by both parties. The MPD and DOJ met, along with representatives from the USAO,³ in order to try to resolve this disagreement. As a result of this meeting, MPD is currently revising the language in applicable draft policies for consideration.

However, mandated changes resulting from the outcome of the above meeting will delay final approval of the Subject Resistance Form. The form will have to be restructured and reformatted to reflect the changes and to streamline work-flow processes for police officers. Complicating matters is the fact that the form itself will ultimately be automated in

the future, but will initially be distributed and completed as a hard-copy document until automation is complete.

DOJ had been previously provided a hard-copy version of the original Subject Resistance Form on March 12, 2002. The DOJ has requested a demonstration of how the automated Subject Resistance Form will operate. Once reformatted, both the automated and hard-copy versions of the new form will be presented to DOJ.

² The Subject Resistance Form was formerly called the Use of Force Reporting Form (UFIR)

³ USAO – United States Attorney's Office for the District of Columbia

Police-Involved Vehicle Pursuits

The Memorandum of Agreement requires that MPD's Personnel Performance Management System (PPMS) track all vehicle pursuits and traffic collisions (MOA Paragraph 107f).

MPD has initiated a policy in which vehicle pursuits are tracked by the Communications Division, and will be investigated by a non-involved MPD Official, the rank of Captain or above. Further, the policy dictates that police-involved vehicular pursuits involving a fatality will be jointly investigated by MPD's Major Crash Unit and Office of Internal Affairs. This information has been disseminated to the Department as follows:

- Teletype TT07-072-02, Vehicle Pursuits, dated July 9, 2002
- *Dispatch*⁴ Article, New Vehicle Pursuit Procedures, July 10, 2002

MPD REENGINEERED POLICY COMPLETION MATRIX

General Order	Sent to DOJ	Sent back to MPD	Current Status
Use of Force	10-17-01 03-12-02 06-10-02	01-10-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd
Use of Force Investigations	10-17-01 03-12-02 06-10-02	01-10-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd
Subject Resistance Form (formerly Use of Force Incident Report)	09-26-01 03-12-02 06-10-02	01-10-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd
Handling of Service Weapons	10-04-01 04-15-02 06-10-02	01-10-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd

⁴ The Dispatch is the MPD's daily internal newsletter, and is a primary conduit of information dissemination

Canine Teams	10-12-01 04-15-02 06-10-02	03-15-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd
Oleoresin Capsicum (OC) Spray	10-02-01 04-15-02 06-10-02	01-10-02 05-28-02 07-01-02	MPD response targeted week of July 22 nd
Force Related Duty Status Determination	04-15-02 06-10-02	05-28-02 07-01-02	DOJ APPROVED
Carrying Weapons and Transporting Prisoners Aboard Aircraft	04-15-02 06-10-02	05-28-02 07-01-02	DOJ APPROVED ⁵
Performance Assessment Management System	04-15-02		Pending DOJ
Use of Force Review Board	06-06-02	07-01-02	MPD response targeted week of July 22 nd

Communications & Community Outreach

Previously, the MPD had not done an adequate job of communicating the provisions and importance of the Memorandum of Agreement. Communications and community outreach are integral components of the Memorandum of Agreement, and MPD has agreed to a plethora of responsibilities in this area.

The Compliance Monitoring Team has engaged in a number of actions to meet its MOA outreach responsibilities. MPD's Office of Corporate Communications has played an integral role in developing the draft communications plan to inform persons about the MOA and its implementation. The communications plan is expected to be finalized the week of July 17, 2002. Further, MPD's Policing for Prevention Office has begun to integrate the MOA's community outreach requirements into the Department's overall community policing strategy. It should be noted that the requirements involve both internal and external outreach activities.

Internal Communication Activities

In order to stress the importance of the MOA and to provide information about its implementation, Executive Assistant Police Chief Michael J. Fitzgerald has directed that

⁵ DOJ provided approval for this general order on May 28, 2002 requesting one additional change. The CMT submitted the final version with the requested change on June 10, 2002.

the Compliance Monitoring Team conduct monthly briefings at his command meetings. The first briefing was held Tuesday, June 18, 2002.

While the Memorandum of Agreement has been posted on MPD's website for several months, MPD endeavored to provide copies of the Agreement to every member of the Department. On June 11, 2002, MPD began producing nearly 5000 copies of the Agreement, assembled as Department Circular 02-06. The document included a letter

The entire [MOA] document was distributed throughout the department, and each of the 3,613 sworn members and 851 civilian members of the Department received a copy

from Chief Ramsey introducing the Agreement, as well as announcing the creation of the Compliance Monitoring Team and the designation of the Independent Monitor. Additionally, the document included a series of frequently asked questions and answers about the Independent Monitor. On June 17, 2002, the entire document was distributed throughout the department, and each of the 3,613 sworn members and 851 civilian members of the Department received a copy (MOA Paragraph 133). A copy of this document was provided to the Independent Monitor and to DOJ and is submitted with this report.

The distribution of the MOA was followed with the release of a video with Chief Ramsey and Assistant Chief Newsham providing information about the Agreement. Thirty six copies of the video were distributed for roll-call screening at all police districts and specialized units. A copy of the video was provided to the Independent Monitor. The video and MOA distribution were also announced to the Department via the below methods:

- *Dispatch* article announcing the distribution of the MOA document and the MOA video, dated June 20, 2002
- Teletype TT06-274-02, formally announcing distribution of the video and requiring sworn members to view it, dated June 27, 2002
- *Dispatch* article announcing the distribution of the MOA video, dated July 1, 2002

Additionally, the Department reminded members again of the procedures for obtaining complaint system tracking numbers from the Office of Professional Responsibility. The reminder was published in a *Dispatch* article, dated June 19, 2002. Copies of these items are submitted with this report.

As noted earlier, Chief Ramsey has ensured that the command staff is fully aware of and in support of the Memorandum of Agreement. For example, he facilitated the May 3, 2002 meeting between the MPD Executive Command Staff and Independent Monitor, as well as the May 17, 2002, presentation by the Independent Monitor to the entire MPD Command Staff.

External Communication Activities

The Memorandum of Agreement contains several requirements concerning external outreach to community members (as noted in MOA Paragraphs 87 through 95). Accordingly, on June 14, 2002, the Compliance Monitoring Team met with the Director of the MPD's Policing for Prevention⁶ office, Ms. Annie Russell, and members of her staff. The meeting was held to facilitate the creation of a community outreach program for filing citizen complaints as delineated in the Memorandum of Agreement (MOA Paragraph 91). Ms. Russell has begun to formulate a plan that will infuse the complaint process into the Department's established Policing for Prevention program. The goal is to institutionalize the program.

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In addition, the Office of Corporate Communications, in conjunction with the Compliance Monitoring Team, has revised citizen complaint forms, fact sheets, and informational posters in accordance with Memorandum of Agreement Paragraph 88. However, finalization and distribution of these items have been delayed in order to ensure consistency with the efforts of MPD's independent complaint partner, the Office of Civilian Complaint Review (OCCR). MPD feels it is important to ensure the community receives a clear, consistent message from both agencies. This issue is discussed later in this section.

Receipt of Complaints

The MPD has created several different conduits for citizens to file citizen complaints. In addition to traditional complaint reporting methods, citizens can call a toll free telephone number (800-298-4006), or email complaints to oprcompl@mpdc.org. Additionally, the Office of Professional Responsibility has completed and submitted a work order for the purchase of a TDD machine to enable hearing impaired persons to transmit complaints to MPD (MOA Paragraph 92).

Office of Citizen Complaint Review (OCCR)

Many of the complaint procedures and complaint reporting outreach plans involve both the Metropolitan Police Department and the Office of Citizen Complaint Review (OCCR)(MOA Paragraphs 85 through 97). However, as noted in the Independent Monitor's report, there has been a lack of cooperation between the two agencies.⁷ Part of the problem has been the lack of a formalized Agreement between the agencies.

⁶ Policing for Prevention (PFP) is MPD's formal community policing philosophy, strategy, and procedures. More information on PFP is available on the Department's website

⁷ Page 48 of the Independent Monitor's June 12, 2002, Special Report

Accordingly, a meeting was held between representatives from MPD and OCCR on Friday, July 12, 2002, at the Office of the Independent Monitor. At that meeting, it was agreed that MPD and OCCR would form a "Working Group" to draft a formal Memorandum of Understanding between the agencies (MOA Paragraph 85). On this date, Assistant Chief Peter J. Newsham and OCCR Executive Director Philip Eure established the below "Working Group"

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- Inspector Stanly Wigenton, MPD Chair
- Philip Eure, OCCR Chair
- Lieutenant Alveta Dennis, MPD OCCR Liaison Unit
- Lieutenant Silvia Hamelin, ROC-Central
- Ms. Catherine Botts, MPD Compliance Monitoring Team
- Other support staff as designated by either agency

In addition, it was agreed that the first draft of a MPD-OCCR Memorandum of Understanding would be completed by August 15, 2002, and that the draft would be finalized by August 31, 2002. It is anticipated that this Memorandum of Understanding will facilitate the completion of the MOA requirements in this section.

Website

The internet has become a valuable and efficient tool in which to inform the public. MPD's website has evolved into a crucial element used both to disseminate and collect information. MPD's deadly force and less lethal force statistics are now posted quarterly, as are all of the Force Investigation Team's Annual Reports since the unit's inception in 1999. Further, the Force Investigation Team's Organizational Plan & Operations manual is posted, as are the Compliance Monitoring Team's quarterly reports. Further, information about complaint processes are available in the Community Resources section of MPD's website. MPD's website is www.mpd.dc.gov.

The Office of Corporate Communications has advised that it will revise MPD's website during the next quarter to more efficiently link website visitors to Memorandum of Agreement topic areas.

Investigations

Chief of Police Charles H. Ramsey established the Force Investigation Team in January 1999, the Force Investigation Team has evolved into the new national model for police use of force investigations. The team, which took a business-related perspective to force investigations, has been recognized for its high quality investigations and unique approach to use of force issues.

The Independent Monitor's report indicates that MPD has made significant progress in the area of use of force investigations. The report stated that ...the work of FIT appears on...preliminary review to be of high quality and ...reflects substantial improvement in the way MPD investigates such matters...⁸

Previously, investigative protocols were established to comply with the requirements of the Memorandum of Agreement. A copy of the revised Force Investigation Team Organizational Plan and Operations Manual reflecting these protocols was submitted the Department of Justice on February 5, 2002, and to the Independent Monitor on April 8, 2002. The Department's draft Use of Force Investigations policy has been reengineered and is near approval from DOJ. A Misconduct Investigations policy is near completion by the Compliance Monitoring Team, along with a revised Office of Internal Affairs Manual. Once approved, these documents will help enhance the quality of other officer misconduct investigations.

During this quarter, the Force Investigation Team expanded its use of force statistical tracking capabilities. In addition to deadly force incident tracking, less lethal use of force incidents are now tracked. Moreover, in accordance with MOA Paragraph 160, use of force tracking is now also reported quarterly. Quarterly statistics are currently posted on MPD's website at www.mpd.dc.gov. During the next quarter, protocols will be implemented to disseminate use of force statistics through additional venues. FIT's reporting protocol was submitted with this report.

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The Force Investigation Team has also begun piloting a new project to investigate serious use of force incidents. Building on established procedures, the Force Investigation Team seeks to leverage technology to create a more efficient investigative system. The project is entitled the Remote Integrated Field Investigation System (RIFIS). The objective of this project is to produce an integrated field investigation system in which the investigators can rapidly go on site, conduct a full site investigation, report the basic characteristics of that investigation back to supervisory staff for comment while still in the field, and collect full multimedia coverage of the report site.

The proposed RIFIS project takes advantage of the growing power of the Pocket PC to produce an integrated system that can be carried on site without being cumbersome. The Pocket PC would be used with small attachable digital cameras; contain integrated sound recording; and use modems to send information back to a central database. A new storage capacity will allow for maintenance of multimedia until the files that can be uploaded to the main servers with a direct connection at the main office. The Force

⁸ Page 3 of June 12, 2002, Special Report of the Independent Monitor

Investigation Team has submitted a grant application to the National Institute of Justice seeking funding assistance for this project. This project would assist MPD to more efficiently meet the investigative requirements of the Memorandum of Agreement. Copies of the proposal have been submitted to the Independent Monitor, and a demonstration of the proposed system was provided to the MPD Executive Command Staff on Friday, May 17, 2002, with the Independent Monitor in attendance.

The Force Investigation Team continues its efforts to remain a cutting-edge investigative team with high integrity by continuing its efforts to identify new ways to efficiently and objectively investigate use of force incidents.

Police Canine Teams

On May 4, 2000 the Metropolitan Police Department implemented an interim canine policy and has initiated significant improvements in its canine operations. The Department of Justice acknowledged these improvements in Paragraph 94 of the Memorandum of Agreement. Improvements include the introduction of a new handler-controlled alert training curriculum, and the purchase of professionally bred canines.

...in incidents in which a person is bitten by a police canine, the race and gender of the canine handler, the authorizing official, and the subject of the bite is now captured

On April 15, 2002, a reengineered draft of the Department's Canine Team General Order was submitted to the Department of Justice. Since that date, MPD and DOJ have exchanged detailed comments on revised versions. The most recent comments were sent by DOJ to MPD on July 1, 2002. DOJ has asked for specific clarification of MPD's canine deployment methodology. MPD employs *Handler Controlled Engagement* methodology, which is the process of the both the dog and handler being trained to the point that the handler has demonstrated total control over the dog, and that, except under limited circumstances, the dog will only engage upon command. Limited circumstances are confined to attacks on the Canine Handler and gunfire. The methodology is being clarified in the latest draft of the policy. It is anticipated that finalization of this policy will occur early in the next quarter.

Additionally, the Force Investigation Team has also begun tracking police canine bites, and have also been collecting related data. For example, in incidents in which a person is bitten by a police canine, the race and gender of canine handler, the authorizing official, and the subject of the bite is now captured. This information is disseminated quarterly and posted on MPD's website (MOA Paragraph 160).

A great deal of documentation has been submitted to the Office of the Independent Monitor to demonstrate that aspects of the MOA's requirements have been completed

in this area. A draft of the Canine Teams reengineered policy (MOA Paragraphs 44 through 46) and Canine instructor certifications (MOA Paragraph 148) have been submitted to the Independent Monitor for review. Purchase orders reflecting the acquisition of professionally bred canines have been submitted as part of this report (MOA Paragraph 146).

In addition, the Compliance Monitoring Team has submitted the revised Canine training curriculum and lesson plans to the General Counsel for review (MOA Paragraph 120). The CMT is also reviewing a draft Standard Operating Procedure that the Canine Unit submitted that details internal Canine Unit operational procedures.

T r a i n i n g

Training and education are seminal components of the Metropolitan Police Department's Use of Force management. The Metropolitan Police Department Institute of Police Science has instituted many reforms concerning Use of Force issues.

The IPS has compiled a vast amount of documentation during the last quarter to demonstrate MPD's compliance with the Memorandum of Agreement. The IPS has created a plan to meet the MOA's requirements concerning investigator and supervisor training (MOA Paragraphs 84 & 129). IPS has developed a plan to use the forty-hour in-service training program in FY 2003 for all captains and below to meet these paragraph requirements. The draft training plan was presented to MPD's Executive In-Service Training Committee and approved on Monday, July 8, 2002. The draft plan has been submitted with this document.

MOA Paragraph 96 requires the development of a plan to train OCCR investigators. MPD feels that the development of the required plan is an OCCR responsibility. However, in keeping with the spirit of the MOA and in order to help ensure OCCR staff are provided sufficient knowledge of MPD policies and procedures, IPS has made arrangements with the Director of OCCR for his staff to receive specialized training in MPD policies and procedures.

Initial training was delivered to eleven OCCR investigators in May 2001 and it consisted of thirty-five hours of training designed to familiarize attendees with MPD policies and procedures regarding:

- Enforcement of D.C. Code
- Laws of arrest, search, and seizure
- Evidence collection and preservation
- Arrest procedures including transporting persons in custody and use of handcuffs and restraints

- Report writing
- Canine deployment
- ASP tactical baton deployment
- Use of force guidelines and reporting

The initial training to OCCR staff was followed by an IPS offer to OCCR investigators to attend MPD's annual 40-hour in-service training for FY 2001. Five investigators attended this training in November and December of 2001. The training included the following subjects:

- Verbal judo
- U.S. Holocaust Memorial Museum visit and training on the role of law enforcement in society
- Awareness and diversity training
- Handling encounters with the mentally ill
- Victim assistance
- Offender release
- Financial management
- Use of force continuum and policies

On July 5, 2002, MPD provided both the OIM and DOJ documentation on MPD's compliance efforts with paragraph 96 thus far including a list of all OCCR investigative personnel who have received training in MPD policies and procedures and the dates on which that training took place. IPS has also indicated willingness to provide input and assistance in the future as OCCR develops the training plan for compliance with paragraph 96.

In order to comply with MOA requirements related to training, the IPS has formed the Lesson Plan Review Team (LPRT). The LPRT consists of Assistant Chief Shannon Cockett, IPS; Lieutenant David Kamperin, IPS; Lieutenant Nicholas Mudrezow, IPS; and MPD General Counsel Terry Ryan. The overarching goal of the LPRT is to ensure that the use of force curriculum and lesson plans are consistent and meet the requirements of the MOA. During the last quarter, MPD's LPRT has devoted the majority of its efforts to responding to the detailed comments from DOJ's January 10, 2002 and to completing the semi-annual review of all use of force training required by MOA paragraph 119.

The IPS has created a plan to meet the MOA's requirements concerning investigator and supervisor training. IPS has developed a plan to use the forty hour in-service training program in FY 2003 for all captains and below

The lesson plans previously reviewed by DOJ include the Use of Force Continuum Handbook, Officer Survivor School, and Pistol Qualification. The majority of DOJ's recommendations were accepted. The LPRT has produced matrices that show item-by-

item responses to DOJ recommendations. In addition to lesson plans previously submitted, the LPRT has also included in their review the following⁹:

- Verbal Judo
- Controlled F.O.R.C.E.
- Handcuffing
- O.C. Spray
- A.S.P. Tactical Baton
- Krava/Maga
- Close Quarter Combat
- Ground Fighting

The CMT targets delivery of the revised lesson plans to DOJ by July 31, 2002.

Paragraph 124 of the MOA requires that, "MPD shall continue to enhance its procedures to provide adequate record keeping of lesson plans and other training material such that the most current, supervisory approved training documents are maintained in a central, commonly accessible file, and are clearly dated." In conjunction with the design and construction of a library and resource center for IPS, a *Times-2* filing system was ordered and installed in a room adjacent to the IPS library so that all lesson plans and other training curricula could be stored in one centrally accessible location. Detailed information regarding the Times-2 system has been provided with this report.

Paragraph 125 of the MOA requires that, "MPD shall continue to maintain training records regarding every MPD officer which reliably indicate the training received by each officer..." In order to meet this objective, IPS staff reviewed available software packages used by other law enforcement agencies and submitted several to MPD's Information Technology (IT) Staff for review. Training management software developed by RMS Systems, Inc. was selected by both IPS and IT as the best system to meet MPD's needs.

The RMS Training Manager software has been installed at IPS and is in the process of being installed for each MPD unit's training coordinator throughout the city. Citywide training on the RMS system software took place on June 11-12, 2002. IPS staff is currently working on inputting historical data from existing systems. However, IPS staff estimates that this process will take almost a year due to the arduous, time-consuming process of converting existing data and ensuring data integrity. More detailed information regarding MOA Paragraph 125 and the RMS system has been provided with this report. IPS invites both DOJ and the OIM to see a demonstration of the RMS system.

⁹ IPS is in the process of re-writing the Civil Disturbance lesson plan at this time. Therefore, it was not ready for inclusion with the July 2002 Semi-Annual Review.

The Compliance Monitoring Team is currently reviewing IPS's formal instructor Training Course (paragraph 137). The course was originally presented by the University of the District of Columbia. A copy of the curriculum was submitted to the Independent Monitor on May 23, 2002, and reflects the core topics that will be covered in future instructor training certification courses.¹⁰ IPS may choose another vendor for this course in the future.

During the next reporting period, the IPS will continue to work on documenting compliance with the various training-related components of the MOA.

Personnel Performance Management System

The Metropolitan Police Department and the District of Columbia have committed to develop and fully implement a computerized relational database for maintaining, integrating, and retrieving data necessary for supervision and management of the Police Department and its personnel. The system has been designated the *Personnel Performance Management System (PPMS)*. The computerized data compiled as part of the PPMS will be used regularly and affirmatively by the Metropolitan Police Department to promote civil rights integrity and best professional police practices.

...the Selection Committee will be doing a mid-level systems analysis of existing MPD technology to re-evaluate requirements and identify a less costly alternative.

A Request for Proposal (RFP) for the PPMS was issued on December 19, 2001. On February 9, 2002, MPD was notified that it had been awarded a \$500,000.00 grant from DOJ's Office of Community Policing Services. The grant (award #2001CKWXK090), will be used to partially fund the new system. The Metropolitan Police Department received vendor proposals as a result of the contract solicitation, and the MPD created a PPMS Selection Committee as noted in the previous quarterly report. The Selection Committee reviewed the proposals, and began a series of site visit market surveys to

identify "PPMS-type" best practices and capabilities among other police departments. Members of the Selection Committee visited the following agencies:

- Fairfax, Virginia, Police Department - Wednesday, May 1, 2002
- Phoenix, Arizona, Police Department - Thursday, May 9, 2002
- Pittsburgh, Pennsylvania, Police Department - Wednesday, May 15, 2002

In the future, members of the PPMS Selection Committee plan to visit the New Jersey State Police, Chicago Police Department, and the New Orleans Police Department. However, the PPMS Selection Committee felt that the Phoenix Police Department made

¹⁰ The curriculum will be submitted to DOJ for approval

good use if its existing in-house systems, and developed a robust early warning system that a greatly reduced cost.

It is important to note that based on initial reaction to what the Selection Team has seen on its site visits, there are no existing commercial off-the-shelf (COTS) solutions that meet the intended scope of PPMS as outlined in the PPMS Statement of Work. It is also important to note that PPMS was envisioned as complementing the MPD's PRIDE Records Management and Automated Field Reporting System. The PRIDE procurement has experienced significant delays, and there is currently no projected implementation date for the PRIDE system. The PPMS concept of interfaces and shared information is dependent on the existence of PRIDE.

Therefore, the CMT feels that the PPMS Selection Team will most likely opt to follow the Phoenix Police Department's model for a performance tracking system:

- Enhance existing databases to ensure all necessary information is collected and maintained;
- Create a new system that meets all of the requirements outlined in the MOA;
- Create protocols to ensure the timely, automated transfer of information from the enhanced databases to the new system.

Furthermore, it became clear to the MPD PPMS Selection Committee that the submitted proposals were not conducive to MPD's needs. The Selection Committee met on July 9, 2002, and decided that they will cancel the PPMS solicitation because the prices for the systems offered in the proposals exceeded available funds. The D.C. Office of Contracting and Procurement was notified of this decision on Friday, July 12, 2002. Therefore, the Selection Committee will be doing a mid-level systems analysis of existing MPD technology to re-evaluate requirements and identify a less costly alternative. We have established Monday, August 12, 2002, as the next meeting date for the PPMS Selection Committee. The meeting will be held at 1:00pm at the MPD Office of Professional Responsibility. The remaining schedule assumes that MPD will move forward with a scaled-down, "Phoenix-model" system.

The revised PPMS procurement timelines are as follows¹¹:

July 2002 - August 2002

Conduct a mid-level systems analysis of existing MPD systems to determine which existing databases can be enhanced and whether new systems need to be created in order to come into compliance with the MOA. A product of the systems analysis phase will be a planning document that will outline the requirements of the new Phoenix-model PPMS.

¹¹ DOJ must agree to these timelines

September 2002 – October 2002

Work with the Office of Contracts and Procurement to identify the best procurement option to meet MPD's needs. Again, having not yet met with OCP on this issue, we are allowing eight (8) weeks to identify a means of procuring the system.

November 2002

Select contractor for Phoenix-model PPMS system

November 2003 (Timeline based on MOA ¶ 114d)

Complete Beta-Version of PPMS

May 2004 (Timeline based on MOA ¶ 114e)

PPMS operational and fully implemented

Performance Assessment Management System (PAMS)

The MPD realizes that the creation and implementation of the PPMS is far from completion. MPD desired to implement PPMS-related reforms prior to the implementation of the computerized system. Accordingly, as an interim solution, the MPD is continuing to enhance its current computerized personnel monitoring system. Mr. Mark Henriquez, the original system designer from the International Association of Chiefs of Police, has been hired as a temporary consultant to MPD in order to upgrade the interim system. Mr. Henriquez was present when a demonstration of the PAMS System was presented to representatives from the Office of the Independent Monitor on June 18, 2002.

Further, another demonstration of the PAMS system is scheduled for August 12, 2002, and representatives from the PPMS Selection Committee and DOJ have been invited to attend.

Furthermore, as noted in the previous quarterly report, MPD has already begun tracking many of the MOA's PPMS tracking requirements in the PAMS system. As noted in the General Orders and Policies Section of this report, MPD is now tracking and investigating all police-involved vehicle pursuits (MOA Paragraph 107f).

A draft of the Performance Assessment Management System Special Order was submitted to DOJ on April 15, 2002, and detailed comments from DOJ are anticipated.

Department of Justice

Since the creation of the Compliance Monitoring Team in February 2002, there has been interaction between the Metropolitan Police Department and the Department of Justice. Notwithstanding telephone calls and electronic messages, there have been several other contacts between the two Departments in order to continue established dialogue between the agencies.

Representatives from MPD and DOJ have met at the "all-hands" meetings held at the Office of the Independent Monitor on May 6, 2002, June 3, 2002, and July 1, 2002. Additionally, a status meeting was held between MPD and DOJ at the Office of the Independent Monitor on June 17, 2002. Also, a meeting was held with MPD, DOJ, and the U.S. Attorney's office on July 3, 2002, to discuss the Subject Resistance Form.

There have also been several items of correspondence that have been exchanged between the Departments regarding Memorandum of Agreement implementation items including:

- April 15, 2002 Response to January 10, 2002 Letter re: General Orders
- April 18, 2002 DCMR Regulations related to "Disclosure and Use of Information Before Award."
- May 28, 2002 Canine Bite Final Investigation (Paugh)
- June 6, 2002 Use of Force Review Board General Order
- June 10, 2002 CMT Proposed MOA Target Deliverable Dates
- June 10, 2002 Response to May 28, 2002 Letter regarding MOA General Orders
- June 10, 2002 Response to DOJ's May 23, 2002 letter regarding the status of DOJ's Relationship with Dennis Nowicki
- July 1, 2002 Copy of the MOA Video, and 06-16-02 Teletype Regarding Dissemination of Video (TT 06-163-02)
- July 5, 2002 Copy of Fax submitted to Independent Monitor regarding compliance with MOA Paragraph 96
- July 5, 2002 Copies of canine trainer certificates submitted to Independent Monitor outlining MPD's Compliance with MOA 148.

The Metropolitan Police Department continues its partnership with the Department of Justice to jointly complete the requirements of this Memorandum of Agreement.

Fraternal Order of Police

The Fraternal Order of Police (FOP) is the Labor Union for all police officers, technicians, detectives, and sergeants on the Metropolitan Police Department. The Metropolitan

Police Department recognizes the importance and value of including them in Memorandum of Agreement endeavors.

However, the relationship between MPD and the FOP has been tenuous. Despite MPD efforts to include the FOP on the Compliance Monitoring Team, the FOP has declined to participate. On March 7, 2002, the Fraternal Order of Police filed an Unfair Labor Practice (ULP) Complaint against the Metropolitan Police Department with the District of Columbia Public Employees Relations Board. The Labor Union cited alleged changes in terms and conditions of employment relating to the Memorandum of Agreement as the reason for the filing.

On May 31, 2002, Inspector Joshua Ederheimer addressed FOP members during Labor Committee training of newly elected FOP Shop Stewards.

The MPD Office of the General Counsel has advised the Compliance Monitoring Team that there is no new information to report on the ULP filing.

On May 31, 2002, Inspector Joshua Ederheimer addressed FOP members during Labor Committee training of newly elected FOP Shop Stewards. During the training, which was held at Bolling Air Force Base, Inspector Ederheimer addressed both the Force Investigation Team and Memorandum of Agreement issues.

Other Activities

The Metropolitan Police Department recognizes its responsibility to share as much information as possible in the most efficient manner to Memorandum of Agreement stakeholders such as the Department of Justice and the Independent Monitor. The MPD will continue to engage in activities that places itself on the forefront of law enforcement civil rights activities.

International Workshop

MPD is pleased that it has been chosen to conduct a workshop on its Memorandum of Agreement in such a prestigious forum.

MPD is pleased to announce that its workshop proposal for the 109th IACP Annual Conference has been accepted. The workshop, entitled *Law Enforcement and DOJ Partnerships: Creating and Implementing a Memorandum of Agreement*, will be presented at the international conference the week of October 9, 2002, in Minneapolis, Minnesota. The workshop will chronicle the establishment of the Memorandum of Agreement and share with other agencies the experiences of the Metropolitan Police Department and the Department of Justice on this project.

A copy of the workshop proposal was submitted to the Department of Justice on April 15, 2002. MPD has invited Independent Monitor Michael Bromwich to participate in the workshop. Specific information on the workshop will be included in the next quarterly report. MPD is pleased that it has been chosen to conduct a workshop on its Memorandum of Agreement in such a prestigious forum.

Police Assessment Resource Center (PARC) Conference

The Metropolitan Police Department participated in Memorandum of Agreement related conference on June 20 – 21, 2002, in Los Angeles, California. The conference, sponsored by the Police Assessment Resource Center (PARC), was entitled *Monitors and the Monitored*. The conference provided a forum to discuss how different jurisdictions are faring under court-imposed or voluntary monitoring. The conference included monitors, police executives, representatives from the Department of Justice and state attorneys general who have sought monitoring of police agencies, and leading academics in the field. The keynote speaker was U.S. Assistant Attorney General, Ralph Boyd. MPD's Independent Monitor, Michael Bromwich, also attended the conference. The conference helped MPD learned of monitoring practices in other cities, and learned valuable information on how to improve its own compliance monitoring activities.

The Police Assessment Resource Center's (PARC) mission is to support the people performing police oversight -- those inside law enforcement, as police executives, or heads of Internal Affairs units or risk management bureaus, as well as those working on the outside, as government officials, court-appointed monitors, inspectors general, police commissioners, or review boards. PARC provides resources, advice, and assistance to those who have responsibilities to their communities or constituents to deal with the consequences of police misconduct.

MPD Human Relations Workshop

The MPD's Force Investigation Team, Compliance Monitoring Team, and Office of Equal Employment and Diversity endeavors to provide its members with opportunities to learn about human rights history, topics, and perceptions. It is imperative that these units maintain impartial and balanced perspectives on human rights. All of the units' missions are inextricably linked to partnerships surrounding community policing. The importance of human rights awareness is essential to the credibility of MPD, and an important bond that strengthens community trust. The workshop was created by MPD to foster these perspectives.

The workshop was held on Wednesday, June 19, 2002, at the Kensington Mormon Temple in Montgomery County, Maryland. The workshop was arranged as part of a continuing effort to seek out diverse perspectives and expand knowledge. The objective of the workshop was to provide information about the history of African Americans in an interesting format that will spur discussion and introspection about

human rights. It should be noted that African American MPD members had suggested that a workshop be initiated that focused on the African American struggle in this country.

Mr. James Henson, Sr., Esq. facilitated a workshop that intertwined the history of African Americans in the United States with the experiences of his ancestors. Part of the workshop, which employed videos, displays, and facilitated discussions, involved a visit to the Mark Mitchell exhibit in the Mormon Temple Visitor Center that contains artifacts related to African American history. James Henson, Sr., Esq. is a prominent attorney, and an ardent student of African-American history. He is a descendent of Matthew Henson, co-discoverer of the North Pole, and of the Reverend Josiah Henson, whose slave narrative and interview provided much of the material for Harriet Beecher Stowe's popular fiction, Uncle Tom's Cabin.



The workshop proved not only shared the fascinating history of Mr. Henson's ancestors, but also spurred discussion about the African American experience in the United States on the context of civil rights.

The Metropolitan Police Department is committed to completing the balance of reforms contained in the Memorandum of Agreement. We are pleased with the significant progress that has already been made. The Metropolitan Police Department is confident that it is well on its way to becoming the national model on how to uphold the rule of law while using force only when and to the extent necessary.

Attachments

- Teletype TT07-142-02, Civil Rights & Force Investigations Division, June 15, 2002
- Revised proposed requirement timelines, submitted to DOJ June 17, 2002
- Teletype TT07-072-02, Vehicle Pursuits, dated July 9, 2002
- *Dispatch* Article, New Vehicle Pursuit Procedures, July 10, 2002
- Department Circular 02-06, Memorandum of Agreement
- *Dispatch* article announcing the distribution of the MOA document and the MOA video, dated June 20, 2002
- Teletype TT06-163-02, formally announcing that the MOA video has been produced, and directing ROC Chiefs and Commanders to ensure that it was viewed.
- Teletype TT06-274-02, formally announcing distribution of the video and requiring sworn members to view it, dated June 27, 2002
- *Dispatch* article announcing the distribution of the MOA video, dated July 1, 2002
- *Dispatch* article reminding members of procedures for obtaining complaint system tracking numbers from the Office of Professional Responsibility, dated June 19, 2002
- Force Investigation Team Use of Force Statistical Compilation Requirements, July 10, 2002
- July 3, 2002 Memo from Assistant Chief, Institute of Police Science to Executive Assistant Chief, Operational Services regarding compliance with MOA Paragraphs 84 and 129
- June 1, 2002 Memo from Assistant Chief, Institute of Police Science to Assistant Chief, Office of Professional Responsibility regarding compliance with MOA Paragraph 124
- June 1, 2002 Memo from Assistant Chief, Institute of Police Science to Assistant Chief, Office of Professional Responsibility regarding compliance with MOA Paragraph 125
- Purchase orders for professionally bred canines